

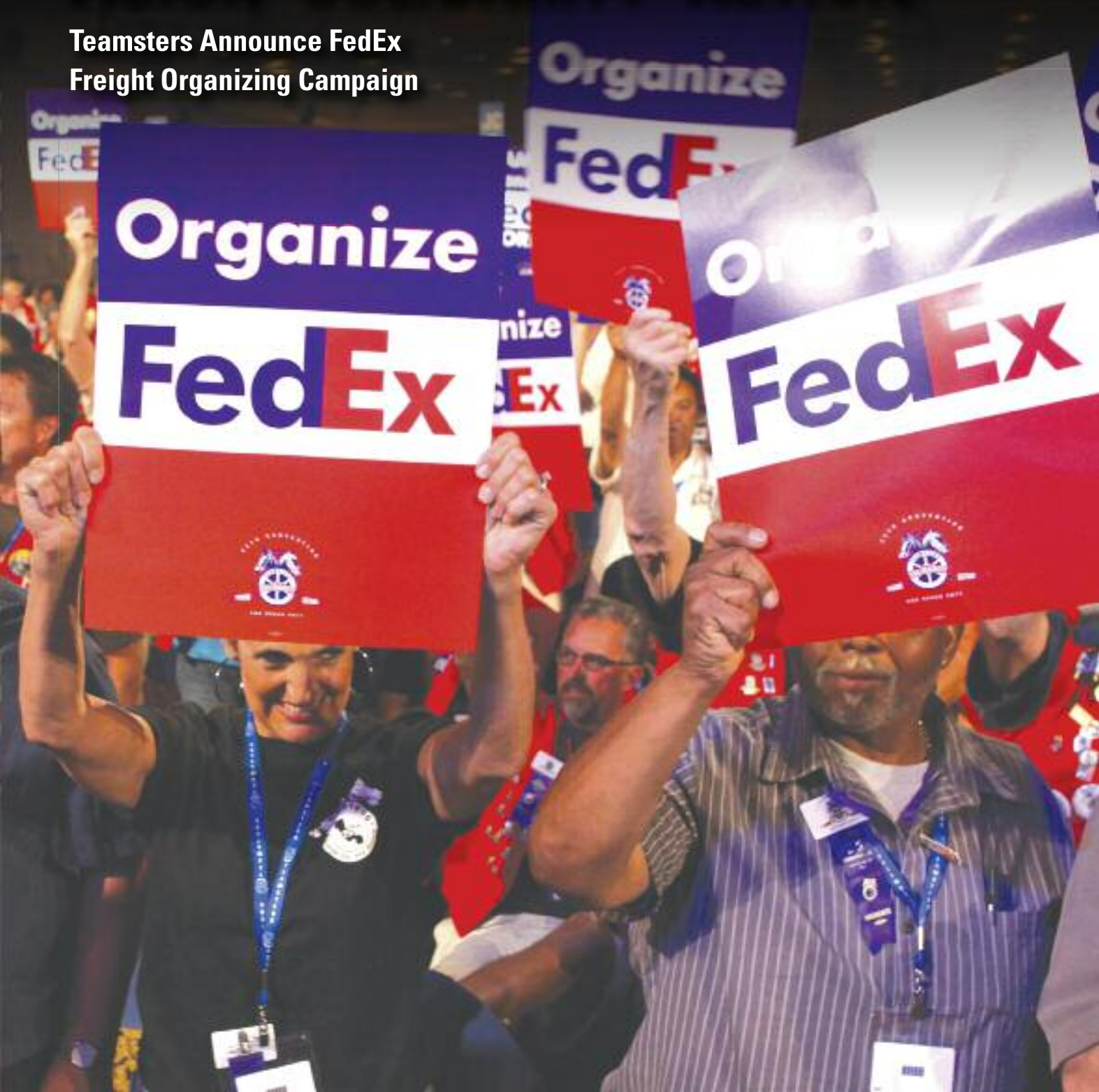
SUMMER 2011

# upsTEAMSTER

A Magazine for Teamsters at United Parcel Service

## VISION SOLIDARITY ACTION

Teamsters Announce FedEx  
Freight Organizing Campaign





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## DIRECTOR'S MESSAGE KEN HALL

### Vision, Solidarity, Action

As we closed our 28th International Convention, I left Las Vegas more optimistic than ever about the bright future for UPS Teamsters and our entire union.

The Convention's theme was "Vision, Solidarity, Action," and that is how we will continue winning for UPS Teamsters. At the Convention, not only did we announce that we won a card-check agreement for UPS Freight clerks, but we also officially rolled out our plans to take on the notoriously anti-union FedEx with an organizing campaign at FedEx Freight.

Make no mistake about it, FedEx Freight workers want a union, and we are committed to organizing these drivers. We've already got organizers on the ground in the West and they're working with a very dedicated committee of FedEx Freight drivers. It is a big mission, but I am confident we will win this campaign with the support of our entire union.

We have a responsibility not only to those FedEx Freight workers, but to our own members to protect our contracts and bring up standards, be it our UPS members, our freight members or our UPS Freight members.

UPS Teamsters spoke at the Convention about the importance of staying vigilant as UPS continues to test our contract. Unfortunately, UPS is still trying to get around the language regarding a fair day's work for a fair day's pay. But our locals and



our members are fighting back. In April, we had a nationwide action day and members wore stickers to protest the unfair production standards. We also have conducted parking lot meetings and we're going to ramp up our activities.

UPS members also talked at the Convention about the difference a Teamster contract has made in their lives. I'm proud to say that in terms of wages, and health, welfare and pension contributions on a straight-time basis, by the end of this contract our full-time drivers will be making \$48.50 an hour. And you deserve every penny.

Some were skeptical when we started negotiations early in 2006. But we put ourselves in a much better position than we would have been starting negotiations during the worst recession since the Great Depression. This month, UPS Teamsters will get another 12 cents an hour in a cost-of-living adjustment added to our wages, for an additional 97 cents an hour. That's Teamster power.

*Ken Hall*

## FROM THE GENERAL PRESIDENT JAMES P. HOFFA

### Stronger Than Ever

It was bittersweet when UPS Freight workers Steve Minjarez and David Williams stood up on the Convention stage recently to talk about their long struggle and what it means for them to finally be Teamsters. They have a first national contract that protects their wages, benefits and working conditions.

We've come a long way in five years. But we're not finished yet. We also announced at the Convention that we won a card-check agreement for UPS Freight clerks, and four locations have already been organized. We'll be rolling out a plan to organize the rest and then negotiate one contract that will be an addendum to the UPS Freight contract.

Our momentum is not limited to UPS Freight. We also announced at the Convention that we are officially taking on FedEx. We are launching our FedEx Freight organizing campaign, starting in the West, and that's under way already.

It is a massive undertaking, but I am confident we will succeed with planning and perseverance, just like we did with Overnite.

*James P. Hoffa*

The 28th International Convention of the International Brotherhood of Teamsters wrapped up in Las Vegas with much success, as more than 1,800 delegates convened to help map out the future course of our great union.

I'm proud to tell you that the Teamsters are stronger than ever. In the last five years, we have organized 135,000 new members, and that includes 12,600 workers at UPS Freight. This victory is an important example of how we are organizing in our core industries.

As you know, the struggle to organize these workers spanned half a century, when they were employed by the notoriously anti-union company called Overnite Transportation. But we never gave up. In 2006, UPS announced that it bought Overnite. So we used our leverage with UPS to win a card-check agreement, a tremendous victory that we announced at the 27th International Convention five years ago.

# GLOBAL DELIVERY

Union Leaders Exchange Information and Bolster Solidarity



sourcing and management opposition to unionization.” said Tim Beaty, the Director of Global Campaigns for the Teamsters Union and a participant in the meeting. “We have to understand their business practices in the global supply chain in order to develop winning campaign strategies, whether we’re trying to support UPS Teamsters or organize new workers at FedEx.”

The meeting provided the opportunity for union representatives to share information and ideas. Among the topics discussed at the meeting were organizing efforts at UPS by both the Turkish transport union Tumtis and the German union ver.di. Package Division Director Ken Hall has offered his support in both campaigns.

FedEx’s international practices were discussed at the meeting as well, including their familiar reliance on subcontractors (called “Global Service Participants” abroad) and a recent strike by French FedEx workers at the FedEx Southern European hub at Charles de Gaulle Airport in Paris.

**T**he Teamsters Union has always recognized in the importance of solidarity with unions across the globe. Never has this been as critical in labor history as today, when companies like UPS and FedEx generate huge profits from their international business segments. Additionally, the impact of the Teamsters Union’s work is no longer limited to our shores—we are connected to package industry workers across the globe by the nature of the supply chain.

In late May, Teamster representatives attended the International Transport Workers’ Federation-Union Network International (ITF-UNI) Global Delivery

Network meeting in Frankfurt, Germany. The purpose of this annual meeting is to review developments in global union coordination on global delivery companies such as UPS and FedEx.

The Teamsters were among 80 union participants from 28 countries in attendance at the conference. Unions from Austria, Belgium, Germany, Ireland, Netherlands, Turkey and the U.K. joined the Teamsters to discuss issues concerning UPS members across the globe.

“I heard many complaints that echo our own challenges including unfair production standards, misclassification, out-

## UPS Freight Subcontracting Arbitration Update

At a hearing in Dallas on May 5, UPS Freight requested an adjournment to review documents and analysis that the union presented. The arbitrator granted the adjournment and a second day of hearings has been scheduled for mid-October. Check [www.Teamster.org](http://www.Teamster.org) for updates.

# ECONOMIC REPORT ON UPS

## Despite recession, UPS Reporting Record Earnings

**A**s UPS Teamsters get closer to negotiations, it's important for members to have some insight into UPS's current financial state.

The U.S. economy remains deeply impacted by high unemployment, with spending down and gas prices high. Nevertheless, United Parcel Service has more than weathered the storm. In fact, the company had the opportunity to report some highly impressive earnings growth at its recent annual shareholder meeting.

In April 2011, UPS reported first-quarter profits of more than \$1 billion. Revenues for the first quarter improved 24 percent from this time last year, from \$11.73 billion to \$12.58 billion. Average volume per day (for all segments of the business) also ticked upward from 14.9 million during the first quarter of 2010 to 15 million in the first quarter this year.

UPS beat analysts' expectations for the quarter, overcoming high fuel prices and terrible weather conditions.

Despite stiff competition from FedEx Ground, UPS' domestic package segment saw a huge increase in oper-

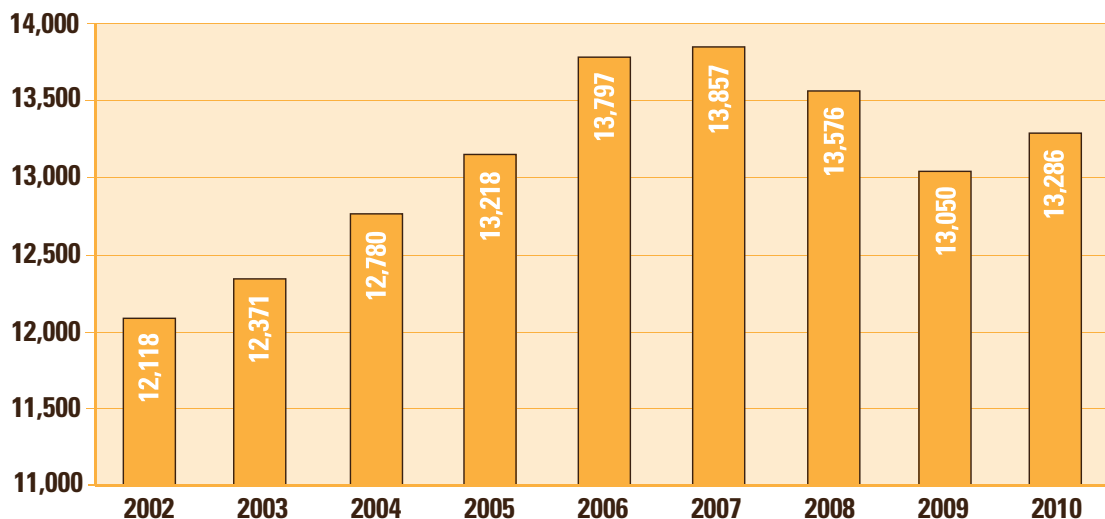
ating profit, which jumped 29 percent.

The picture for UPS was rosy in its supply chain and freight segment as well. The numbers here were better than ever, with revenues up more than 23 percent over the prior-year period, and operating profits up 44 percent.

Teamster members have driven UPS' growth into its current industry lead. The chart below highlights the steady growth in average daily package volumes over the years spanning the current and prior contract, with only a slight dip during the peak of the recession (these numbers are reported in UPS's yearly 10-K filing with the Securities and Exchange Commission). As can be seen below, package volumes are once again rising.

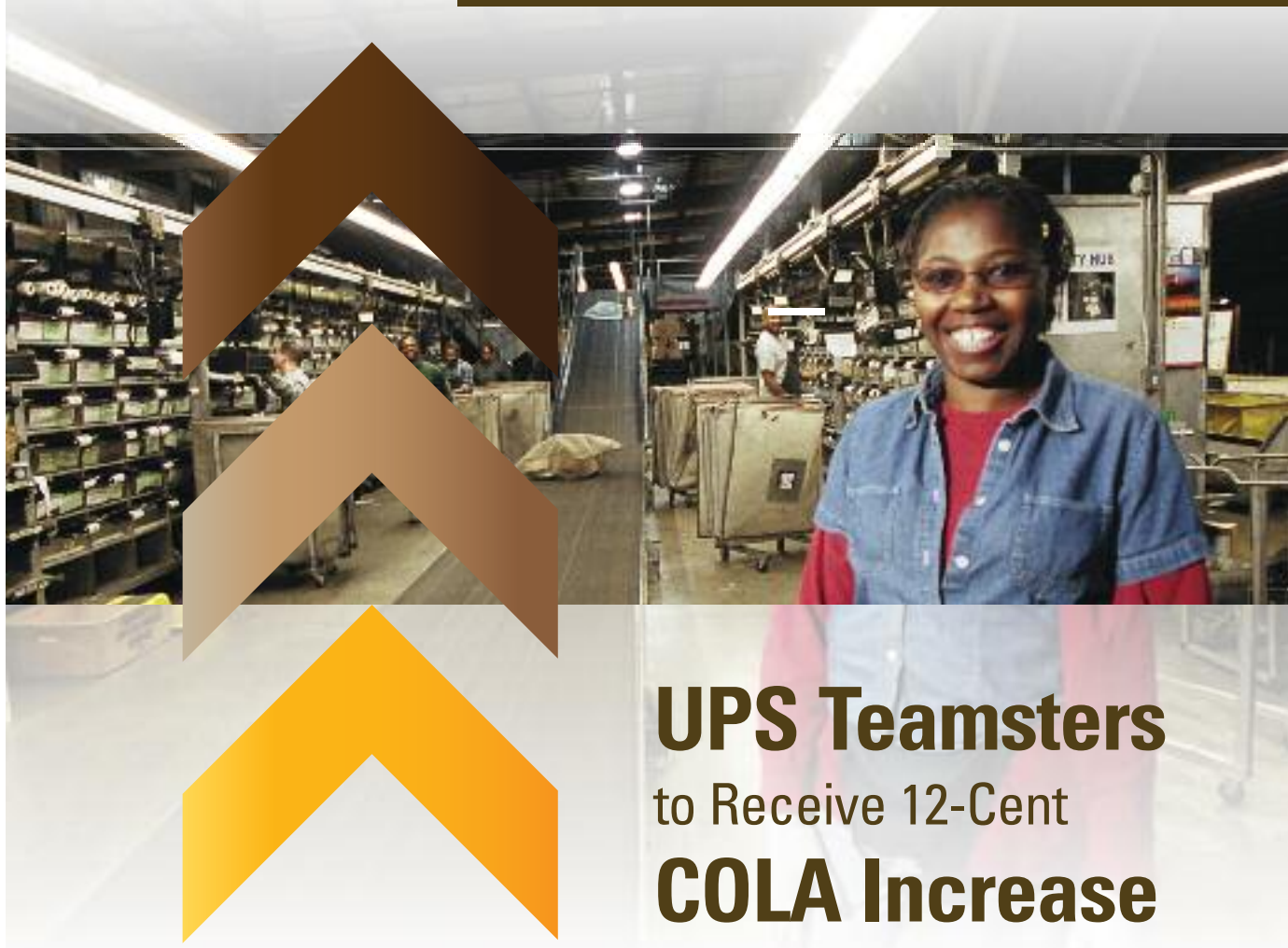
"The hard work of UPS Teamsters has made this company one of the most profitable in the country," said Ken Hall, Package Division Director and International Vice President. "We know that when we return to the table to bargain the next contract, UPS cannot cry poverty."

**UPS Domestic Package Volumes \***



\* These are the average daily package volumes as reported in UPS 10-K filings to the SEC. The numbers are in millions.





## UPS Teamsters to Receive 12-Cent COLA Increase

### Inflation Relief Kicks in August 1

**UPS** Teamsters who are seniority employees and who have completed their appropriate wage progression schedule will receive a 12-cent-per-hour cost-of-living adjustment (COLA) effective August 1, 2011, as set forth in the National Master UPS Agreement.

Those employees who are in a wage progression at that time will receive the increase once they complete the progression.

These payments are in addition to the scheduled general wage increase of 42.5 cents per hour, also effective August 1, 2011.

Article 33 of the National Master UPS Agreement provides for a COLA in the event that the Consumer Price Index (CPI) indicates a significant increase in inflation. The CPI increased 4.1 percent at the end of

May from the prior 12 months, thus, the COLA in the contract was triggered.

“This is fantastic news for our members, especially since so many Americans continue to feel the pain of rising gas and food prices,” said Ken Hall, International Vice President and Director of the Package Division. “This COLA will become and remain a fixed part of the base wage rate for all job classifications.”

Employees who have not completed their appropriate wage progression on August 1, 2011 will receive the adjustment on the date they complete their wage progression schedules.

For employees paid under the mileage provisions of Article 43, the COLA increase will be 0.3 (three-tenths of a cent) cents per mile.

# Back Pay at CSI



## UPS Cartage Services Members Win Large Settlement

**UPS** Cartage Services members scored a big win recently after it was determined that the company was failing to follow the proper new-hire wage progression in the contract.

The story began in February 2009 when Local 344 Business Agent Bill Carroll discovered that UPS CSI (Cartage Services Inc.) was not following the proper new-hire wage progression.

A grievance was filed and made its way through the grievance procedure. Meanwhile, the Teamsters Package Division notified all CSI local unions to review the issue in their areas. Several locals discovered the same problem and also invoked the grievance procedure.

The violation involved a provision in the National CSI Supplement to the National Master UPS Agreement. When the 26 former Menlo “white paper” contracts were brought into the master agreement as a single supplement, there was a wide range of wages, from \$16 per hour up to \$27 per hour.

Modeled after the part-time wage “catch-up” from the 1997 and 2002 collective bargaining agreements, the CSI “catch-up” provision brings lower-paid full-time CSI driver/dockworkers up to equivalency with full-time air drivers under Article 40 by the end of the current contract. This is achieved by providing an additional semi-annual

wage increase over and above the Article 41 general wage increase.

Under the Local 344 progression, the newly hired driver makes a percentage of the current top rate. UPS violated the contract by only using the NMUPSA GWI to calculate the new-hire percentage, ignoring the “catch-up” for new hires. The union advanced the grievance through the grievance procedure while continuously attempting to resolve the issue. The union made it clear that nothing short of full back pay would resolve this case.

After deadlocking at the National Grievance Committee, the case was slated for arbitration in February 2011. Just prior to the hearing, UPS conceded that they were not following the contract. The union made it clear that any areas that were being paid incorrectly must be resolved through this case. Ultimately, six employees at Local 344 were brought up to the correct wage and have received more than \$21,000 in back pay.

“I am delighted in the outcome of this grievance, which continues the overall progress that’s been made for CSI members during the past five years,” Carroll said. “By the last year of the current agreement, our members at UPS/CSI in Milwaukee will enjoy improved wages of more than \$8 per hour and a pension benefit accrual that has nearly tripled.”







# UPS Day of Action

## Teamsters Protest Unfair Production Standards

**O**n April 28, 2011, UPS managers and the hundreds of terminals across the country got an eyeful of protest when they arrived at work that morning to find UPS Teamsters sporting stickers with a short but precise message about the production standards being imposed on them:

### Unfair Production Standards

The day of action was timed to take place on National Workers' Memorial Day, a day of remembrance and mourning for the workers killed each year in workplace accidents.

The Teamsters Package Division coordinated the sticker action to protest the unreasonable production demands UPS management was using to harass hardworking Teamsters around the country.

As we have previously reported in UPS Teamster magazine, workplace harassment has been on the rise at UPS. While violations of the language in Article 37 guaranteeing workers to a fair day's work for a fair day's pay are not easy to prove, locals across the country have had success in enforcing the contract.

Package Division Director Ken Hall has been impressed with the activism of UPS Teamsters.

"Stewards and agents across the

country have done great work identifying the problem and filing grievances," he said. "We decided it was time to send a stronger, unified message to the company that harassment will not be tolerated."

Hundreds of thousands of stickers were distributed to local unions across the country, with the instruction that the coordinated day of action was to be targeted directly to managers at UPS.

The increased production standards drivers are experiencing go hand in hand with other contract violations. They pose a safety hazard to members, increasing the risk of injuries. And they often coincide with management's failure to respect the 9.5 language in the contract.





# Sending a CLEAR Message

At Local 705 in Chicago, the April 28 sticker day coincided perfectly with the local union's existing plans to protest the "blame-the-worker" approach to safety at their package hubs for National Workers' Memorial Day. The union used the day to put a spotlight on the connection between the heavy workloads for individual package car drivers, and the injuries those drivers sustain as a result of the work culture at UPS.

"We're seeing a dangerous situation, one where our members are pressured to work faster and increase their productivity, while at the same time they're being pushed to reduce injuries," said Kenneth Emanuelson, Trustee and business agent at Local 705, which represents 10,000 Teamsters at UPS.

The New York Times recently highlighted the difficulties faced by UPS employees, focusing on workers in the CACH facility in Chicago. The May 5 article, titled "UPS Workers Demand New Approach to Safety," effectively captured the catch-22 situation the workers found themselves in.

UPS Teamsters described management's expectations for them to meet increased workloads of 20 stops an hour, and being tasked with reciting UPS' lengthy list of safety standards under the threat of losing their jobs. Yet, workers believe that reporting injuries will only lead to more monitoring by management, without addressing what the local believes the root cause of the injuries to be: pushing workers too far.

As a result, workers are fearful of catching the attention of supervisors and risking discipline if they report their injuries.

"Here in Chicago, we have members dealing with knee surgeries and shoulder and back injuries," Emanuelson said. "UPS employees are being pressured to work faster and harder, and they feel the pressure not to report injuries. Local 705 is committed to this fight to protect our members."

Safety issues also took center stage for the Teamsters at Local 25 in Boston who, in addition to wearing stickers, handed out leaflets advising "KNOW YOUR RIGHTS" to UPSers when it comes to handling packages heavier than 70 pounds. The flier recreated the language in Article 44 stating that no employee shall be required to handle any package more than 70 pounds alone if the employee believes that it would constitute a safety hazard.

"On the national day of action we saw an opportunity to remind management what our rights are in the contract," said Sean O'Brien, President of Local 25. "Our members are united with the entire country and prepared to send UPS a stronger message should they choose to ignore us."

Sending a strong coordinated message to UPS was an important first step, but UPS Teamsters understand that the fight doesn't end there.

"Our members were excited to participate in the sticker day action because they wanted to send a clear message to management," said Greg Lowran, Secretary-Treasurer of Local 243 in Plymouth Township, Mich. "Then, as luck would have

it, we saw an opportunity to hammer the message home again. UPS managers came to our Teamster hall on Sunday, May 1 for a UPS pension presentation meeting, and found themselves facing an audience of Teamsters wearing the 'Unfair Production Standards' stickers."

The Package Division has informed the company that the union will be relentless in seeking an end to production harassment. In June, the division dispatched International Representatives to key UPS centers across the country. In parking lots from Albany, N.Y. to St. Louis to Ontario, Calif., drivers met to talk about the treatment they've been receiving from their managers. Representatives listened to workers tell their personal stories about mistreatment from managers.

## Need for More Full-Time Jobs

Teamster representatives have received numerous reports of drivers working multiple weeks at a time over 9.5 hours a day, all while other drivers in their centers are being laid off. Meanwhile, it is important to remember that on-the-job harassment is an issue that impacts all UPS Teamsters, not just package car drivers. The unfair production standards being set by UPS managers have the trickle-down effect of fewer full-time job opportunities for part timers. Everyone is impacted at centers where the contract is violated.

Hall made clear to stewards prior to the day of action that it was a first step toward the union's end goal of fairness for UPS workers, calling it "a shot across the bow." The division continues to document the ways in which the industry's leading player is reaping profits off the backs of Teamsters in violation of the contract. Future job actions and member mobilization could be imminent.

"A fair day's work for a fair day's pay is the foundation of our contract," Hall said. "If they refuse to respect that very basic foundation then we simply have nothing to talk about, as far as future bargaining goes."



The Teamsters Union's victory at UPS Freight is a prime example of how the union is organizing in core industries, and that was one of the many UPS-related topics discussed at the 28th International Convention.

Rank-and-file members and Teamster leaders spoke about many topics related to UPS Freight, but the biggest announce-

As he recounted at the Convention, Hall told the company at the time, "You have a couple of choices. You can continue down that crazy path, because the last time I checked, the National Labor Relations Act does provide for strikes of recognition. So you can continue down that path or you can decide you're going to reach an agreement with us."

ment with the Teamsters so that we can organize all the UPS clerks in every location across the country."

On Monday, June 27, Hall announced that UPS Freight signed a card-check agreement for the clerks.

"I am happy that other clerks will have the opportunity to organize without going through what we did," said Erica



## Teamsters Talk UPS Freight at Convention

ment relating to that company came when International Vice President and Package Division Director Ken Hall announced a card-check agreement with UPS Freight for their clerks.

### UPS Freight Clerks Demand Improvements

After witnessing first hand the gains that had been made by UPS Freight drivers and dockworkers at their terminal through Teamster representation, the dozen clerical workers at UPS Freight in Pico Rivera, Calif. approached Local 63.

The clerks were hoping to achieve better pay and respect on the job through a Teamster contract, and they signed cards. Unfortunately, UPS Freight fought hard against their effort to organize. Eventually, a decision was made by the local and the workers to strike for recognition. The entire terminal walked out in solidarity.

Ultimately, the display of strength helped the clerical workers to win. An agreement was made between the Teamsters and the company to hold an expedited election through an arbitrator. The workers then went through the expedited election and voted 12-0 to join the union.

Meanwhile, three other local unions organized clerical workers at their UPS Freight terminals the old-fashioned way and went through NLRB elections. Locals 385, 745 and 41 all held successful NLRB elections when their clerical employees also wanted a contract like their co-workers on the dock and driving the trucks. It became apparent that these employees will do whatever it takes to join the Teamsters, so Hall had another meeting with UPS Freight. This time, he told them, "We can do this one by one and you have the potential to be on strike on a weekly basis all over the country, or you could agree to a card-check agree-

ment with the Teamsters so that we can organize all the UPS clerks in every location across the country."

### Overnite

"The struggle to organize these workers has spanned half a century of when they were employed by a notoriously anti-union company called Overnite. But Teamsters never gave up on these workers," said Jim Hoffa, Teamsters General President, at the Tuesday session of the Convention.

One of the more than 12,600 UPS Freight workers organized since the last Convention addressed delegates and talked about what a difference a Teamster contract has made.

"Five years ago, you all invited me to speak at this Convention as a nonunion line driver for UPS Freight. I sat on this stage and asked for your support to organize UPS Freight so that me and my co-workers could share what you all had;



the protection and security of a contract. Now I stand before you as a proud member from Local 63 and UPS Freight driver,” said Steven Minjarez, a member of Local 63 in Covina, Calif.

“Five years ago I talked about the importance of winning back delay time and layover pay. Thanks to the Teamsters Union, I now have that. I

in what they wanted to see negotiated, what they wanted to see improved, and what they wanted to see protected,” Buhle said. “We must have been successful because the membership voted 107-1 to accept the contract, setting in place the stage for the first national master UPS Freight agreement.”

“We asked the negotiating committee

Teamsters Union was putting together a plan to organize the UPS Freight employees, everyone knew it would be difficult.

“We put together a plan and we stuck with that plan,” Hall said. “We rolled out a well-thought-out plan first in Indianapolis in Local 135. And from there we branched out all over the country. The campaign proceeded in a very coordinat-



### *Members, Leaders Discuss Organizing and Bargaining for UPS Freight*

want to thank each and every one of you for standing with me and my 12,600 co-workers as we organized and won our contract,” Minjarez said.

#### **UPS Freight Contract**

“When UPS Freight bought Overnite, it brought new hope to the Overnite employees. Five years ago at this very convention, General President Hoffa, Vice Presidents Ken Hall and Tyson Johnson announced a card-check agreement for UPS Freight. My local union hit the ground running and organized UPS Freight in record time,” said International Vice President Brian Buhle.

“We sat down with our bargaining committee to begin negotiations. We brought rank-and-file members to the table, because they knew the issues that were most important to the UPS Freight workers. They were very clear

to work on certain issues and leave other things alone, such as our pension. For example we had a problem with not getting paid for delayed time, so we had that addressed in our contract. Now we’re getting paid for delayed time. We also weren’t getting either an eight-hour guarantee or overtime after eight hours. Now we get the guarantee and the overtime. The company can’t take it away from us, it’s in our contract,” said Dave Williams, a UPS Freight steward and member of Local 135 in Indianapolis.

“This is truly our contract. We wouldn’t have it done without all of you. You stuck with us and proved that when you say something, you’re going to do it and you do it,” Williams said.

#### **Organizing**

When it was announced at the 27th International Convention in 2006 that the

ed and disciplined manner, and our locals went out and organized their locations within their jurisdiction. And our locals, along with those UPS Freight employees, did such an amazing job that within 90 days we had organized 90 percent of UPS Freight employees,” Hall said.

Unlike before these workers had a contract, when the company could give them whatever raise they chose or not give them a raise if they chose, they now have wage increases that’s locked into a Teamster contract.

“Despite the fact that we’ve been in one of the worst recessions since the Great Depression and despite the fact of the well-known turndown in the LTL industry, we’ve actually increased our membership at UPS Freight year over year for the past three years. That’s quite an accomplishment in this economy,” Hall said. “We’ve come a long ways in five years, but I have to tell you, we’re not finished yet.”

# Organizing FedEx



## Delegates and Guests Discuss Challenges Facing FedEx Workers

**“FedEx** is a company that we’ve been talking about for a long time. It’s a company that we will continue to be talking about for many years,” said Ken Hall, Package Division Director and International Vice President, on the fourth day of the 28th International Convention.

Hall and other Teamster leaders and

members talked about the challenges of organizing FedEx and the successes the union has had. Bob Bouvier, President of Teamsters Canada and International Vice President, said that organizing FedEx workers will benefit everyone working in the parcel industry in North America. Nonunion carriers force prices down, hurting the revenue for companies with

union contracts.

“That jeopardizes our possibility to get more money from all the employers that are organized,” Bouvier said. “We’ve been going after FedEx now for about a year and a half... We’ve been going to every depot to try to find where the soft spots are. After about 18 months of research... we finally found some spots where we think we’ve got chances of getting certified.”

“We face many challenges at FedEx in trying to help the FedEx workforce organize. FedEx is broken down into three separate operations: FedEx Ground and Home Delivery, FedEx Express and FedEx Freight. Each of these operations has its own challenges, but the Teamsters have been working with states and allies in the federal government to level the playing field and force FedEx to play by the same rules as other companies within the same industry,” Hall said.

“Fred Smith, the CEO of FedEx, will do whatever he needs to remain nonunion and to keep his employees from having a voice. He skirts the laws. He misclassifies employees. And when all else fails, he threatens and tries to scare







not only his employees, but also the federal government. Fred has structured the entire business around remaining nonunion. His corporate structure allows him to take advantage of legal loopholes and corporate loopholes that are not available to other companies that are in the same business. He's also given millions of dollars to politicians in order to make sure that he continues to have access to those same loopholes," Hall said.

Hall detailed what Teamsters have been doing in the union's FedEx efforts "We ran a campaign to raise awareness of the issue with senators, members of Congress, and their staff members. The campaign coincided with the letters, phone calls and visits that many of you made on Capitol Hill," Hall said.

## FedEx Freight

One of the areas where the Teamsters are concentrating their efforts is FedEx Freight. FedEx Freight has recently undergone a merger of two separate companies that made up FedEx Freight's

operation. Teamster organizers and local unions have maintained contact with FedEx Freight drivers from both of the merged companies for many years. The International, working with Joint Council 42 in California, is committed to organizing these drivers.

"We've been working quietly for months to prepare for this moment. But now, we're ready to let all of you know. We are officially launching our FedEx Freight organizing campaign in the West, and we're doing that today," Hall told the assembled delegates and guests. "This is a massive undertaking... We have a responsibility not only to those FedEx Freight workers, but to our own members to protect our contracts, whether it be our freight members, our UPS members, our UPS Freight members."

"Day by day the interest is growing," said Randy Cammack, International Vice President and President of Joint Council 42. "Fred Smith has already started a serious anti-union campaign. He's given all the employees at FedEx Freight CDs to listen to and DVDs to watch about how terrible the union is."

Hall then introduced two FedEx workers who talked about life at the company and the possibility of one day being Teamsters.

"With your help, we are moving forward with this campaign to become union members," said Joe Nuno, a FedEx P&D driver of 24 years. "What I want for all of our drivers to do is for them to be able to stand up to the company and tell them what they think without fear of retaliation."

"Good afternoon, Teamsters. My name is Rudy Hernandez, local driver with FedEx Freight. This week you have heard many successful stories about organizing—people organizing and getting contracts. Well, I'm here to say, now it's our turn, and boy, are we ready for it."

"We have developed an organizing committee and we are working hard with our organizers, but we cannot do this alone. We need your help," said Rudy Hernandez, a FedEx Freight driver. "We are all in this together, and by this time next year I want to be sitting where you are—with a contract, as a brother, as a Teamster."

# Misclassification Resolution

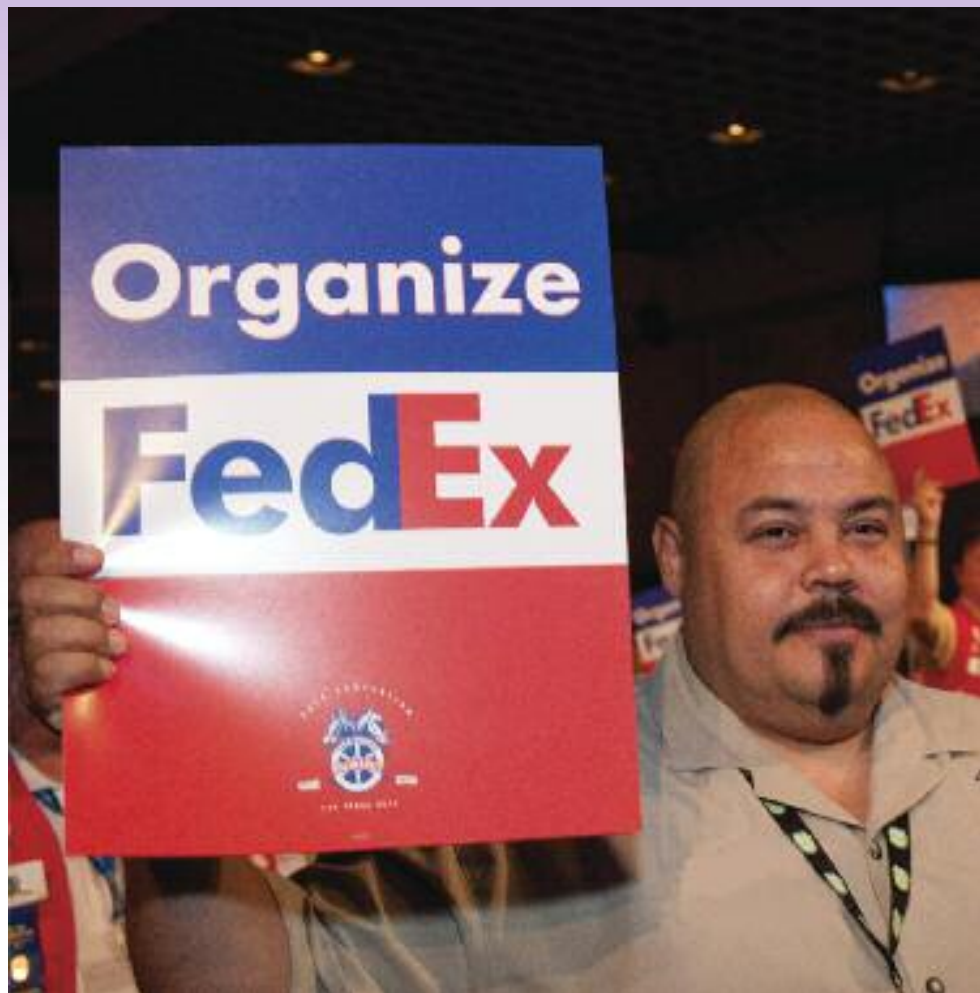
WHEREAS, statistical evidence has proven that the practice of worker misclassification has skyrocketed over the last 25 years at a rate of 7% increase annually, negatively impacting workers and businesses which play by the rules, and both state and federal governments in that a handful of bad-acting employers receive an unfair advantage over competitors. In fact, studies indicate up to 48% of all independent contractors nationwide may be misclassified employees; and

WHEREAS, workers who are misclassified as independent contractors are stripped of the basic human right to associate with unions and basic workplace protections, including but not limited to the National Labor Relations Act, the Fair Labor Standards Act, OSHA, and even the Americans with Disabilities Act. Additionally, misclassified workers are not protected under state workers' compensation systems, unemployment insurance, and disability benefits. Most egregiously, these workers are highly unlikely to have any healthcare or retirement benefits due to misclassification; and

WHEREAS, companies which play by the rules and properly classify workers as employees pay their fair share of worker related expenses and, often times, pay up to 25% more in these expenses due to competitors cheating the system and misclassifying workers; and

WHEREAS, worker misclassification costs federal, state and local governments billions of dollars each year; and

WHEREAS, the most notable bad-acting employer is FedEx Ground, a subsidiary of Federal Express. Over the last 15 years, the company deceitfully misclassified more than 27,000 current and former drivers throughout the country—who have filed a class-action lawsuit against FedEx Ground—and



has thus far been investigated by more than 40 states for this practice; and

WHEREAS, in 2009 and 2010, a bipartisan group of 20 state Attorneys General investigated the company's egregious practice of misclassification. Most notably, three Attorneys General claimed the practice to be a "serious injustice" to drivers in their respective states, and as a result forced the company to change its business model throughout the country in hopes of avoiding further scrutiny. Despite these changes, public officials across the country have remained determined to reveal the company's ongoing abuse of drivers; and

WHEREAS, misclassification also

extends beyond FedEx Ground into other industries, most notably in the port trucking, bakery, taxi, and construction industries, among others. Evidence clearly suggested that this practice continues to extend throughout various industries, compromising approximately 12 million workers nationwide.

NOW, THEREFORE, BE IT RESOLVED, that this 28th Convention of the International Brotherhood of Teamsters calls for meaningful legislation to be pursued in states across the country that protects workers from being misclassified by employers. This legislation should include the "ABC" test, which highlights the employer's day-to-day control of workers in determining



# FedEx Resolution

whether those individuals should be employees or independent contractors. Such legislation should also include necessary financial and criminal penalties against bad-acting employers to deter them from misclassifying workers. Finally, misclassified workers should also have a private right of action to pursue their individual or collective recourse against these bad-acting employers; and

**BE IT FURTHER RESOLVED**, that states should be properly equipped to investigate and appropriately punish bad-acting employers, including a taskforce of necessary state agencies to investigate instances of misclassification as well as much-needed funding for these taskforces to have staffing for thorough and efficient investigations; and

**BE IT FURTHER RESOLVED**, that states should continue to educate businesses, workers, and the public of the detrimental impact of worker misclassification to ensure the integrity of that state's tax code, protect workers' rights, and maintain a competitive business climate; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union will remain vigilant in highlighting FedEx Ground's abuse of workers through misclassification under its new business model, known as the "Multi-Route Contractor" model. Under the new model, FedEx Ground clearly maintains day-to-day control over all drivers and therefore continues to improperly classify drivers; and

**FINALLY, BE IT FURTHER RESOLVED**, that the Teamsters Union will team with public officials and allies to highlight FedEx Ground's new model, and ensure that FedEx Ground drivers across the country will eventually be properly classified as employees of that company.

**WHEREAS**, FedEx continues to hide behind legal loopholes and misclassify employees to keep workers from enjoying the same rights as other similarly situated employees in the industry; and

**WHEREAS**, FedEx has gone so far as to threaten the United States Congress in order to keep all of its Express division employees under the Railway Labor Act, regardless of whether they ever touch an airplane; and

**WHEREAS**, the National Labor Relations Board has found that FedEx misclassifies drivers employed by its Ground division as independent contractors when they should be treated as employees; and

**WHEREAS**, misclassification of employees as independent contractors and airline employees limits the ability of FedEx Express and Ground employees from organizing a union; and

**WHEREAS**, misclassifying employees under the wrong labor and employment laws adversely affects bargaining with other employers in the same industry where Teamsters are employed; and

**WHEREAS**, Attorneys General from more than 20 states are currently, or have recently, engaged in investigations of FedEx for misclassifying Ground drivers as independent contractors, which costs the states millions of dollars in lost taxes and revenue; and

**WHEREAS**, these investigations are resulting in multi-million dollar settlements between the states and FedEx; and

**WHEREAS**, FedEx employees in all sectors of the company, including FedEx Freight, have contacted the Teamsters asking for assistance in fighting for better wages and working conditions; and

**WHEREAS**, Teamster local unions, Joint Councils and the International Union are prepared and willing to work together to fight with our FedEx brothers and sisters;

**NOW, THEREFORE, BE IT RESOLVED**, that the Teamsters Union will continue to fight for change in the laws governing FedEx Express so that there is a level playing field in the industry; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union will continue to work with Federal and State Governments to ensure that FedEx Ground drivers are properly classified as employees, not independent contractors; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union will assist our FedEx Freight brothers and sisters in organizing and achieving their goal of a union contract.



# Montana Attorney General Addresses Convention



## Steve Bullock Talks Holding FedEx Accountable

**M**ontana Attorney General Steve Bullock is one of many state attorneys general trying to keep FedEx honest on the misclassification issue. He addressed the 28th International Convention during the Thursday session. Here are highlights from his speech:

“Misclassification of workers, it’s about more than 15-minute breaks and promotional opportunities. It’s about using independent contractor laws to deny workers overtime pay, to rob them of worker’s compensation insurance, to avoid paying unemployment insurance, and to deny workers the simple things that they’re guaranteed under our laws, like workplace safety, anti-discrimination and the right to organize and collectively bargain...

“When I came into office in Montana, there was a company that was classifying their drivers as independent contractors—you might have heard of that company—despite the fact that the drivers had very little say over their work. These drivers were required to spend thousands of dollars out of pocket for their trucks, for their repairs, fuel, uniforms, while being held to strict rules governing the hours they worked, their delivery schedules, and their ability to contract with anybody else. In fact, these drivers were told what uniforms they had to wear. They couldn’t even pick out their own socks.

“You know, there’s an old saying that goes, ‘If it walks like a duck, talks like a duck, I’ll be darned, it’s probably a duck.’ In this case, if a company treats a worker like an employee, makes them act like an employee, well, you don’t need a law degree to figure it

out. It’s pretty simple; they’re an employee.

“A year-long investigation by our State Department of Labor found the same thing: These drivers were employees, not independent contractors. In my eyes, this was a basic issue of fairness. By classifying their drivers as independent contractors, but treating them as employees, they’re denying the workers the rights and the protections they’re guaranteed, but also shifting the tax obligations onto hardworking Montanans, who I also represent.

“My office, along with counterparts in a handful of other states, finally said enough’s enough. We took this company and their illegal business practices to task. We said that no worker in Montana should be denied protections by fancy paperwork and by accounting tricks. No company should force their employees to shoulder all the downsides of being independent contractors without offering any of the upside.

“Well, as Mr. Hall said, they came to the table and they agreed to settle the matter. They agreed to start changing the business model and pay back taxes and penalties resulting in over \$2 million to Montanans... But, you know, enforcing laws like that shouldn’t be based on who an attorney general or who a commissioner of labor happens to be. This is a nationwide problem and it deserves and demands a nationwide solution. In the meantime, though, you can bet that Montana will enforce our laws. We’re going to protect our workers and make sure that hardworking taxpayers don’t have to foot the bill for companies that want to skirt their obligation to their employees.”



## Steve Bullock Q&A

The business model of FedEx Ground has come under a considerable amount of scrutiny from state agencies and attorneys general. In October 2010, Montana Attorney General Steve Bullock announced that Montana reached a \$2.3 million dollar agreement with FedEx Ground over its failure to pay unemployment insurance on behalf of its drivers who had been misclassified as independent contractors.

UPS Teamster magazine sat down with Bullock at the 28th International Convention, where he addressed delegates and guests, to talk about Montana's interest in the FedEx Ground business model.

### **Q: What difficulties were the FedEx drivers interviewed by your office facing? What did your investigation uncover?**

The biggest challenge these drivers faced were the restrictions they were given: routes, delivery time, etc. What they weren't given were the benefits normal employees receive. The Department of Labor in Montana conducted a year-long audit. We found they should be classified as employees and are misclassified as contractors.

### **Q: Can you talk a little bit more about the settlement agreement that you reached with FedEx Ground in Montana?**

The company didn't admit liability. They agreed to pay over \$2 million in reimbursement to some drivers. The company also paid back taxes and they have agreed to start changing their business model. The new business model took effect on October 20, 2010. They are in the process now of getting that model up and running. We will check back again in six months to ensure the agreed-upon changes have been made.

### **Q: FedEx has begun to implement changes in a number of states, with a new delivery model called the ISP model, demanding that drivers purchase multiple routes and trucks. Do you believe that changing their business model has eliminated the misclassification problem?**

The new business model was part of the settlement and it is something we'll be keeping our eye on. The new business model is a start, but it isn't going to completely alleviate our concerns.

### **Q: It appears as if there was a lot of communication between your office and attorneys general throughout the country with similar concerns about the FedEx Ground model. Are these attorneys general still in communication as the ISP model rolls out across the country?**

Almost 10 of us came together and said we have real concerns. We will continue to collectively talk and raise those concerns.



# Right-to-Work (For Less) Resolution

The war on workers is rearing its ugly head in statehouses across the country, and right-to-work laws are one of the main weapons in the arsenal of union busters. UPS Teamsters have been enlisted in the nationwide fight against these laws that weaken working families and the middle class. Delegates at the 28th International Convention unanimously passed the following resolution:

**WHEREAS**, throughout the country, corporate CEOs and their conservative allies in governors' offices, statehouses and Congress are attempting a coordinated war on workers to eliminate basic workplace rights through an anti-worker legislative agenda; and

**WHEREAS**, while working families struggle to maintain a high quality of life, these same anti-worker forces are driving down wages and benefits by attempting to pass Right-to-Work (for Less) legislation in at least 10 states, instead of assisting the working families with necessary tools to succeed in the current economic climate; and

**WHEREAS**, Right-to-Work (for Less) legislation does not offer any rights for workers, and clearly provides no new employment opportunities for working families; and

**WHEREAS**, new federal legislation has now been introduced calling for a national Right-to-Work (for Less) law, and this legislation would also for the first time create a Right-to-Work (for Less) law for employees covered by the Railway Labor Act; and

**WHEREAS**, despite proponents' claims to the contrary, Right-to-Work (for Less) legislation does not aid in creating jobs in states struggling in the current economic climate. The top ten states with the highest unemployment rates in the country are evenly split between non-Right-to-Work (for Less) states and Right-to-Work (for Less) states. In many instances, business leaders in states considering this legislation do not even consider Right-to-Work (for Less) legislation a priority for the creation of jobs, or for locating businesses in respective states; and

**WHEREAS**, instead, Right-to-Work (for Less) legislation will undoubtedly drive down living standards impacting workers, their communities, and states. On average, workers in the 22 states in which Right-to-Work (for Less) is law earn \$5,500 less every year, or \$458 less each month, than their counterparts in

the 28 non-Right-to-Work (for Less) states; and

**WHEREAS**, workers in Right-to-Work (for Less) states also are less likely to receive necessary health benefits and/or retirement plans from their employers, and are significantly more likely to have workplace injuries as compared to their non-Right-to-Work (for Less) counterparts; and

**WHEREAS**, statistical evidence also shows that Right-to-Work (for Less) states have worsening school systems, higher rates of poverty, and increased rates of other societal conditions which negatively impact the quality-of-life in those states.

**NOW, THEREFORE, BE IT RESOLVED**, that this 28th Convention of the International Brotherhood of Teamsters believes that Right-to-Work (for Less) legislative proposals should be rejected by both elected officials as well as the public, and in the current economy, public officials should be providing workers the necessary tools to succeed in

maintaining a high quality-of-life, not pursuing a right-wing political agenda; and

**BE IT FURTHER RESOLVED**, that elected officials in states throughout the and Republicans – should be commended for standing up for working families in their respective states; and

**BE IT FURTHER RESOLVED**, that right-wing organizations almost entirely funded by wealthy zealots, including the Koch brothers, continue to push Right-to-Work (for Less) measures throughout the country in a well-funded and coordinated fashion in an effort to eliminate necessary worker rights and obtain increased profits and wealth at the expense of workers and the communities in which they reside; and

**BE IT FURTHER RESOLVED**, that the Teamsters Union should remain vigilant in countering Right-to-Work (for Less) threats that currently exist in the 28 non-Right-to-Work (for Less) states and work to repeal Right-to-Work in the 22 states where such laws are currently in place; and

**FINALLY, BE IT FURTHER RESOLVED**, that opposing this legislation should remain a paramount priority for the Teamsters Union, working families, and allies throughout the country as to ensure that a strong and vibrant American middle class





## VISION SOLIDARITY ACTION

**R**ep. Steve LaTourette (R-OH) spoke at the 28th International Convention on a number of political issues, and showed why it's important for the Teamsters Union to support politicians who support working families.

Rep. LaTourette has bucked his own party on a number of issues and remained a true friend of labor. Here are some highlights from his speech:

"You probably didn't expect to see a Republican here today, but I'm very, very, very happy to be here...I want to talk about this 112th Congress. I am embarrassed as a Republican at the open assault that has occurred on organized labor since this Congress began in January. And it has taken many forms and on issues that we

thought were settled and resolved."

"In a bill, the Federal Aviation Administration reauthorization, my party put in roll back the clock. And I authored the amendment to go back to the President's Executive Order of February 2009. We lost...Just to tell you a little bit about what happened to the FAA bill, it has a lot to do with you all in this room. First, it was the FedEx/UPS issue. The House, with my vote and other Republican votes, said, 'You know what? FedEx, if you want to be an airline and not a trucking company, don't have any trucks. But if you're going to have trucks, you're going to be organized the same way that UPS is.' That issue derailed the FAA bill."

"It's time for Teamsters, it's time for people who aren't Teamsters, to say 'enough.' Take off the red jersey, take off the blue jersey. We are Americans and we need some jobs bills...So rather than finding all of the things that you can't agree on, members of Congress, Republicans and Democrats, Mr. President of the United States, find those issues that we can galvanize around. Let's move this country forward with an aviation bill, with a highway bill, with good, solid legislation that promotes the economy, creates jobs, and says, you know what? When we have a level playing field and we don't have crooked trade deals, we can compete and we can win here in the United States of America."

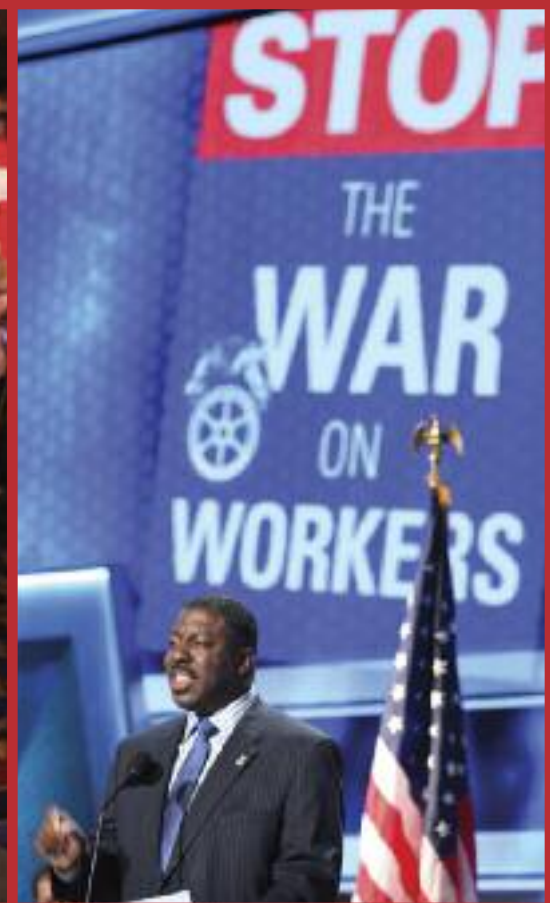
## Rep. LaTourette Talks FAA Reauthorization



**Ohio Republican Stands With Labor**



# VISION SOLID







# ARITY ACTION







## UPS Teamsters Lose Friend, Brother

### *In Memoriam*

**O**n July 2, UPS Teamsters lost a top leader and friend when Local 705 Secretary-Treasurer Stephen Pocztowski passed away suddenly.

Pocztowski was a 37-year Teamster who began his career working part time at UPS before becoming a full-time package car driver and eventually a feeder driver. He spent time as a shop steward before being elected business agent. In 2003 he was elected to the position he held at the time of his death.

“We are all saddened and shocked by Steve’s untimely passing. Our thoughts and prayers go out to the Pocztowski family and to the members of Local 705,” said Ken Hall, Director of the Package Division and International Vice President. “In his short time here, Steve dedicated himself to serving UPS Teamsters. His leadership, spirit and tenacity will truly be missed.”

Pocztowski spent his last two weeks at the 28th International Convention. His week was highlighted by his nomination to the General Executive Board as Central Region International Vice President on June 29.

He was preparing to return home to Chicago when he was rushed to a Las Vegas-area hospital where he passed away. Pocztowski is survived by his wife Linda and two sons, Stephen and Kevin.

## Cross-Border Trucking



### UPS Teamster Reminds Convention of Safety Issues

**T**eamsters are a linchpin in the global supply chain, and many rank-and-file members spend the bulk of their days on our nation’s roads and highways. That’s why it’s so important that every member stay informed on the Mexican trucks issue—because it affects all of us.

Mario Leva, a UPS Teamster out of Local 745 in El Paso, Texas, addressed delegates and guests on the first day of the 28th International Convention and reminded everyone how unsafe Mexican trucks threaten not only people whose job is behind a wheel, but every single person who drives. Here are highlights of what Leva said at the Convention:

“This morning, President Hoffa had spoken about how we’ve been fighting this fight for the past 17 years. Let me go back a little bit in time, go back to February of 2001. It was a Teamster National Day of Action, and we had a cross-country protest, protesting the NAFTA deal... We were there protesting right along the Mexican border, right along the actual bridge. As we were protesting with 200 of our brothers... we look up and over the bridge we see a fire going on... There’s a Mexican truck having mechanical problems and actually catches on fire on the bridge. So, have things changed from 2001? Actually, they haven’t...”

“I am a proud father to three lovely daughters. I have two daughters that attend the University of Texas at El Paso. Mexico right now has a 25-mile corridor where they allow their unsafe Mexican trucks to go back and forth over the corridor. The University of Texas, El Paso, sits on I-10 within that 25-mile corridor. Every day my daughters say, ‘OK, Dad, we’ll see you.’ And I wish them a good day and I’m in fear. I’m in fear because I know that my daughters are going to have to travel down that corridor every day, they’re going to have to go alongside those unsafe Mexican trucks...”

“That’s why we need to have everybody take action. Everybody needs to write a letter to our congressmen. We need to put a stop to this immediately.” Shortly after Leva’s speech, Convention delegates unanimously passed a resolution on cross-border trucking.

Shortly after the Convention, the U.S. Department of Transportation agreed to open the U.S.-Mexico border to long-haul Mexican trucks, something the Teamsters Union will continue to fight. For updates, visit [www.Teamster.org](http://www.Teamster.org).



## Cross-Border Trucking Resolution



U.S. Commercial Drivers License with the Mexican Licencia Federal; and

WHEREAS, additional U.S. driver jobs will be lost to Mexican drivers who violate our cabotage laws by delivering U.S. cargo point-to-point in the United States, because of insufficient training and enforcement by customs officials; and WHEREAS, the Mexican drug cartels have been responsible for the brutal deaths of 35,000 Mexican citizens since 2006, and 111 American lives in 2010 alone, causing the U.S. State Department to issue travel warnings to U.S. citizens for large portions of Mexico, making it impossible to offer reciprocity to U.S. trucking firms, as required by the NAFTA

and Public Law 110-28; and

WHEREAS, permitting Mexican long-haul trucking will only make it easier for the Mexican cartels to smuggle and distribute their illegal drugs into the U.S., as the trucking network is their preferred mode of transportation and will potentially import the violence perpetrated by the Mexican cartels across the border into the U.S.

THEREFORE, BE IT RESOLVED, that the Teamsters Union will continue to make its members and the public aware of the mounting danger of permitting unsafe trucks from Mexico to perform long-haul service anywhere in the U.S.; and

BE IT FURTHER RESOLVED, that the Teamsters Union will call upon the Congress to delay the implementation of the NAFTA cross-border trucking provisions until such time that all Mexican trucks and drivers can meet all U.S. safety standards, that there is sufficient personnel to perform vehicle inspections, to enforce our laws and regulations, and to ensure compliance by Mexico-domiciled motor carriers; and

BE IT FINALLY RESOLVED, that the Teamsters Union will insist that exemptions to our safety laws and regulations not be used to permit Mexico-domiciled motor carriers to enter the U.S. and that only the highest level of safety be maintained for the three NAFTA countries of Mexico, Canada and the United States.

WHEREAS, at the urging of the Teamsters Union, Congress defunded the Bush-era Mexican Cross-Border Trucking Program in 2009 over safety concerns; and

WHEREAS, the Mexican government retaliated for this action by placing tariffs on \$2.4 billion worth of U.S. products exported to Mexico; and

WHEREAS, rather than challenging the tariffs as excessive, the United States Trade Representative, in an effort to eliminate the tariffs, has agreed to a new cross-border trucking program with Mexico, that will permit Mexican domiciled trucks to travel anywhere in the U.S. beyond the currently permitted commercial zones; and

WHEREAS coupled with the unease about the ability of Mexican trucks and drivers to comply with all U.S. safety standards, there are additional fears surrounding the violence perpetrated by the Mexican drug cartels, the loss of thousands of additional American jobs during this severe recession, and the inability to protect our homeland security and our borders from the threat of terrorism should this program move forward; and

WHEREAS, safety issues include, but are not limited to, compliance and enforcement of hours-of-service regulations and drug and alcohol testing, the accuracy and completeness of Mexican driver violation records, and the equivalency of the

## CONVENTION STEWARD'S SPOTLIGHT

### *Dave Williams*

#### **UPS Freight, Local 135, Indianapolis**



I want to thank everybody in this room for the support we got when we went through our organizing campaign for our contract fight. UPS used to do whatever they wanted. If you were friends with

the terminal manager, you had a great life; if you weren't, you watched out.

Now we have a grievance procedure to protect us. We had no idea how much a grievance procedure would mean. It literally changed our lives.

The great thing about our contract is that it's our contract. We asked the negotiating committee to work on certain issues and asked them to leave other issues alone. For example, we had a problem with not getting paid for delay time, so we had that addressed in our contract. Now we get paid for delay time. We weren't getting overtime after eight hours. Now we get overtime and the company can't take it away from us; it's in our contract.

On the other hand, we were happy with our pension, so we didn't change it. We had our pension made part of our contract, so now the company can't just decide to change it one day. This is truly our contract. We wouldn't have it without all of you. You stuck with us and proved that when you say something, you're going to do it.

### *Ken Williams*

#### **UPS, Local 79, Tampa, Fla.**

Brothers and sisters, hermanas y hermanos, hello and bonjour...I'm a 28-year UPSer, a steward, a labor activist, a volunteer organizer and a Trustee on my local's Executive Board. You see, at Local 79, thanks to the leadership of



Southern Region Vice President Ken Wood, we are encouraged and empowered to stay fully engaged in all aspects of the labor movement.

As a UPS steward, I understand and am grateful for our UPS Teamster contract.

The last few months we have witnessed the most vicious attack in the war on workers that this country has ever seen. Make no mistake, while the attacks on our brothers and sisters in the public sector are on the front page, behind the scenes in the private sector corporate America is hard at work to destroy our contracts.

Our contract negotiated by our National Teamsters UPS Committee and ratified by the rank and file offers this: The largest pension contribution increase in the history of the industry, health care benefits for our whole family, semi-annual raises, a sound and secure retirement, and the ability to protect the middle-class quality of life.

At Local 79, our ferocious business agents continue to fight for us using the best weapon they have; a Teamster contract.

Our business agents [and local union officers] are highly successful in upholding and defending the integrity of the UPS contract, and I thank them. But they cannot do it alone. Because, you see, we are the union. You are the union. There is no "I" in Teamster.



## Nancy Aleccia

### UPS, Local 396, Los Angeles



Good afternoon, fellow Teamsters. Wow, I love this union. My name is Nancy Aleccia. I'm a 33-year rank-and-file member of Teamsters Local 396 in Los Angeles, Calif. This is my first Convention as a delegate and I am very excited.

I started working at

UPS part time in 1978. I took a promotion as a package car driver in 1979. And then I went on to become a feeder driver in 1984. At that time there were very few women in that job classification.

My local, Local 396, has one of the largest contingents of UPS members in the country. I have seen many changes in the feeder department. I've seen the good times. When our economy is flourishing, we all benefit. And I've seen when our economy went into the downturn, we are faced with challenges, such as layoffs and runs being cut, something I have never seen before in UPS.

Going through that time has made me appreciate more than ever the value of my job and a union contract. We have seniority and recall rights, something nonunion employees do not have. Now, with most of our jobs restored, the company is back to testing our contract. Go figure.

One of their areas of focus is the Article 43 arena known as sleeper teams. The company was refusing to pay sleeper teams for delay times and grievances had to be filed. Our Article 43 Chairperson, Ron Herrera, my principal officer, has negotiated and resolved the delay time issue. Thank you, Ron.

I would also like to thank all of you who serve us on the grievance and panels. We appreciate your hard work in fighting to preserve and uphold our contracts and keeping them strong. Thank you very much.

## John Juskiewicz

### UPS, Local 25, Boston



My name is John Juskiewicz, I am a 19-year member of Local 25 in Boston, Mass. Eight of those years I was a part timer at UPS, the other 11 years as a full-time inside employee.

I work in Chelmsford. It's the largest UPS facility in New England. I am chief steward for inside employees. We have 900 Teamsters in that building, not including package and feeder drivers. Because I have worked as both a part-time and a full-time employee, I have seen first hand how the contract has benefited both part-time and full-time inside employees. For example, part timers can bid on preferred jobs so they can move into a better job with their seniority instead of hiring someone off the street or giving it to some suck ass.

The company often messes up our paychecks—wrong pay rate, wrong hours. Because of the contract, we can collect payroll penalties for these errors. Insurance for part timers is 100-percent company paid and it's a Cadillac insurance plan.

We usually take for granted that we have access to a grievance procedure. As a steward, I have found that documentation and persistence are the ways to enforce our contract. Also, as a chief steward representing 900 Teamsters, it makes my job easier knowing that my local union President, Sean O'Brien, is always there to back me up. Sean chairs the New England panel, and I know UPS would rather deal with me than have Sean O'Brien hold their feet to the fire.

I also want to thank Ken Hall and the entire national negotiating committee for providing us with such a strong contract, but it is our responsibility to enforce it.

# We Want to Hear from You

The *UPS Teamster* magazine focuses as much as possible on individual Teamsters working in the parcel industry, but there are plenty of untold stories about you. The only way we can know about them is if you let us know.

If you have an interesting story relating to your job or as a Teamster, please e-mail [UPSTeamsterMagazine@teamster.org](mailto:UPSTeamsterMagazine@teamster.org)

or write to:

**UPS Teamster Magazine**  
25 Louisiana Ave. N.W.  
Washington, D.C. 20001



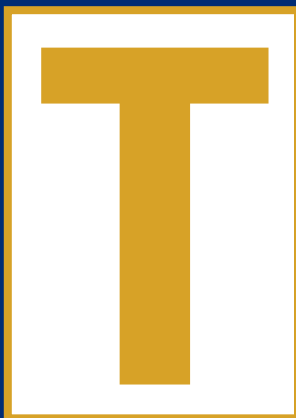


**Your Right**

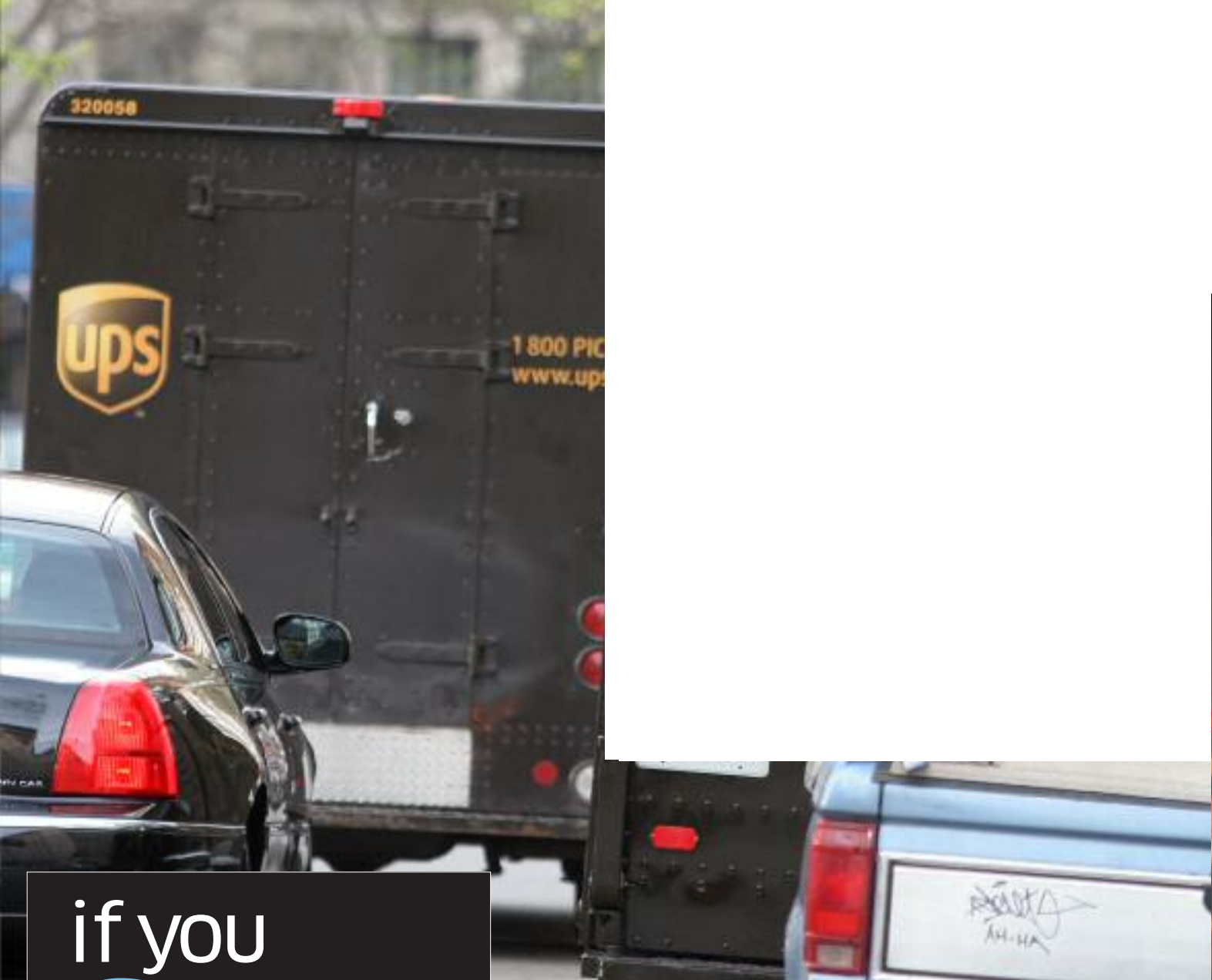


**Your Responsibility**

Ballots Mailed October 2011



FOR THE ELECTION OF INTERNATIONAL UNION OFFICERS



if you  
**SEE**  
something  
**SAY**  
something™

If You See Something Say Something™ used with permission of the NY Metropolitan Transportation Authority.

It takes teamwork to help keep our roads safe.

Did you **SEE** something suspicious while driving your route?

Then **SAY** something to local law enforcement to make it right.

